



Deputy Headteacher – Academic/Curriculum

APPLICATION PACK

**Neston High School
Raby Park Road
Neston
Cheshire
CH64 9NH**

Headteacher: Ms K Cunningham

www.nestonhigh.com



Message from the Headteacher

Welcome to Neston High School, a high-achieving mixed 11–18 school set in the beautiful surroundings of Cheshire. Our school is extremely popular, known for its academic excellence, exceptional pastoral care, and a positive environment where young people thrive. Families choose Neston High with confidence, knowing their children will be part of a strong, caring, and respectful community that prioritises high achievement for all, alongside dedicated support and encouragement.

At Neston High, every individual is highly valued. Our supportive approach helps each person develop the knowledge, skills, and understanding needed to become responsible, considerate, and well-rounded individuals prepared for our ever-changing society. A commitment to learning beyond the classroom is central to our school's culture. Our achievements in STEM education have been recognised nationally, with the Educate Outstanding Commitment to STEM award granted in 2022, 2023, and 2024. This recognition is just one of many, including the Gold Award for Learning Outside the Classroom. We have high participation in programmes such as The Duke of Edinburgh Award and bar mock trials, and our students regularly excel in national competitions, such as the UKMT Senior Maths Challenge. Our sports provision is second to none.

At Neston High, we work in partnership to ensure the best outcomes for each of our students. Our aims are simple: we strive for excellence, supporting every student in reaching their full academic potential. Exceptional teaching is crucial to our students' success, and our dedicated team of specialist staff is talented, enthusiastic, and deeply committed to providing the very best. Staff development here is widely regarded as "leading edge." We foster strong partnerships with universities and other higher education institutions and actively support staff in pursuing professional qualifications. Whether you are a teacher, student, or member of our support staff, Neston High is a great place to learn and work.

We place a high emphasis on respect and positive behaviour, making our school a happy and welcoming place to learn. Our students engage fully in all the opportunities the school offers, attend well, and show a keen desire to learn. Young people enjoy being part of Neston High, and we love teaching them. This is a wonderful community school, yet we are always looking to improve. We are not complacent and continue to strive for growth.

We look forward to meeting you, introducing you to our students, and welcoming you to our school.

Ms Kirsty Cunningham
Headteacher



Status	Single Academy Trust since 2012
Last Ofsted	February 2022
Forms of Entry	10 x 30 per year group Y7 – 11
Type of School	Mixed Comprehensive
Age Range	11 - 18
Number of Students on Roll	1725 – Male 54.2% / Female 45.7%
Number of Students in Sixth Form	236
% of SEND Students	16%
Looked After Children	1.1%
% of FSM	15.9%
% of Pupil Premium Students	17.4%
School Website	www.nestonhigh.com
Staffing	104.79 FTE Teacher 71 Support Staff – Class-based, Administrative, Technicians, Site Staff etc. 35 Ancillary Staff (in-house) – Cleaning & Catering



Our Vision

Our vision is to create a vibrant, inclusive community where everyone feels valued and empowered. We celebrate and reward kindness, fostering an environment that is respectful, safe and driven by intellectual curiosity and high aspirations, providing a broad range of opportunities for students to be the best versions of themselves.



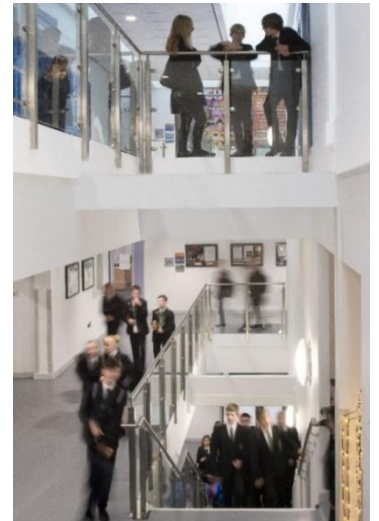
Our Mission

Our mission is to empower students to learn the skills, knowledge and resilience they need to achieve their academic and personal potential. We aspire to be the heart of learning in our community where students access tailored support to achieve the highest outcomes, equipping them to be productive and compassionate global citizens of the future.

Our Values

Our overarching values are **Aspiration, Community & Kindness**

- We value achievement and intellectual curiosity along with lifelong learning
- We value community and belonging
- We value kindness in all its forms
- We value hard work and high aspiration
- We value resilience and enthusiasm
- We value manners and respect for others
- We value fairness, trust and honesty
- We value self-belief and personal confidence
- We value diversity and embrace difference
- We value the environment
- We value strong relationships





Start Date: September 2026

Hours of work: Full time

Paygrade: Leadership L21 – L25

Neston High School seeks to appoint an outstanding professional to join us as Deputy Headteacher from September 2026. This is a fantastic opportunity to join a growing, forward-thinking school at an exciting stage in its development.

The post holder will also have oversight and responsibility for the strategy of the Academic areas across the school. There will be a focus on progress, curriculum, teaching and learning, data handling and sixth form.

The person appointed will be an excellent teacher and communicator, able to inspire confidence in all stakeholders, and motivate learners to achieve the highest outcomes. You will be a very effective leader who is able to think strategically and deliver good outcomes.

This is a fantastic opportunity for an experienced Senior Leader with a proven track record to further develop their career and to demonstrate they are able to take on the responsibilities and demands of a high-profile role successfully in a large secondary school. The current leadership team are committed to the incremental improvement of the school. We are a strong team, both in terms of experience and abilities. We are looking for people who will bring more divergent thinking to the team whilst being a team player. This is really important as the strength of our work is our ability to share ideas and then agree a way forward.

Candidates are welcome to attend an informal visit to school on either Thursday 19th March at 9.20am or Thursday 26th March at 9.20am. Please contact Helen Leadbetter, PA to the Headteacher on leadbetterh@nestonhigh.com if you would like to arrange a visit

To apply, please complete an application form and attach a supporting letter expressing your interest and demonstrating how your experience to date meets the criteria and enhances the future vision. Applications should be addressed to Ms K Cunningham, Headteacher via Mrs Leadbetter, PA to the Headteacher leadbetterh@nestonhigh.com

Closing Date: 9am Tuesday 21st April 2026

Provisional interview Dates: Thursday 30th April and Friday 1st May 2026

Neston High School is committed to safeguarding and promoting the welfare of children and we expect all staff and volunteers to share this commitment. Applications will be subject to checks with past employers and an enhanced check with the Disclosure and Barring Service. Applicants who have lived outside of the UK in the past five years will be required to provide a Police Check from their country of residence. In accordance with DfE Keeping Children Safe in Education 2023, an online search will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the recruitment process. The School is an equal opportunities employer. The Safer Recruitment policy is available on the school website [Policies & Procedures - Neston High School](#)



Post Title	Deputy Headteacher
Reporting to	Headteacher
Liaising with	Senior Team and staff
Salary/Grade	L21 - L25
Disclosure Level	Enhanced
MAIN (CORE) DUTIES / RESPONSIBILITIES	
Job Overview	To oversee Academic Development in the school
Key Accountabilities (and specific duties / responsibilities)	<p>Strategic</p> <ul style="list-style-type: none"> • Support the Headteacher in developing and communicating a clear strategic vision of how to develop the school successfully. • Have a deep understanding of education theory. We aim to personalise education through innovative approaches to learning, support, experience and leadership. • Have an 'eye' for standards. Implement accurate performance indicators for students and staff and hold everyone accountable for them. • Have up to date understanding of Ofsted requirements and ensure the effective and rigorous self-review framework is embedded within the school. • To lead on whole school progress and attainment. • Lead on designated sections of the School Improvement Plan. • Establish and maintain clear improvement plans, milestones, targets and expectations in relation to standards, quality and achievement. • Support the development of effective, high performing teams across the school through the delivery of training and through coaching. • Support the Headteacher in managing the school effectively and ensuring the successful implementation of radical change and deputise in their absence. • To have strategic oversight of sixth form including Teaching and Learning, Curriculum, assessment and outcomes. • Work in harmony with the Headteacher, Trustees, local schools, other academies and other partners as appropriate. • To have strategic oversight of sixth form including Teaching and Learning, Curriculum, assessment and outcomes. • To have strategic oversight of whole school Teaching and Learning, curriculum and staff training and development.



Student outcomes

- Work with the Headteacher in the strategic leadership for all areas of school improvement, its development and delivery that meets the needs of individual students and maximises the opportunity for each individual to achieve excellent outcomes.
- Ensure that curriculum and teaching policies and practice are of the highest standard.
- Ensure that assessment policies and practice are of the highest standard.
- Use data effectively to raise standards across the school.
- Regularly review and quality assure the student tracking systems across the school.
- Oversee the quality of learning and teaching through regular reviews within the school, intervening where necessary.
- Use data from stakeholder consultation in order to critically evaluate learning and teaching.
- Have an oversight of the performance of all key groups.
- Oversee regular and systematic reviews of standards to ensure early identification of strengths and weaknesses ensuring effective interventions are made.
- Support senior and middle leaders in the effective review of standards in their areas of responsibility.
- Motivate students and staff to achieve the highest possible standards and secure the best possible outcomes.

Leading and Managing staff

- Promote the school ethos in which the highest achievements are expected from all members of the school community.
- Lead by example with integrity, creativity, resilience and clarity, demonstrating optimistic personal behaviour, positive relationships and attitudes towards students, staff, parents and Trustees.
- Exercise effective staff management, lead and motivate others and generate effective working relationships at all levels.
- Maximise the contribution of staff to improve the quality of education provided and standards achieved.
- Create and maintain good working relationships among all members of the school community.
- Sustain their own motivation and that of staff for whom they are accountable.
- Undertake staff investigations, manage grievances and complaints.
- Lead on an effective and rigorous Performance Management process.

Efficient and effective use of staff and resources

- Work with the Headteacher, Trustees and colleagues to recruit and retain staff of the highest quality.



	<ul style="list-style-type: none">• Work with colleagues to deploy all staff effectively in order to improve the quality of education provided, including strategic leadership of the timetable.• Support the Headteacher and leaders of finance in managing and organising accommodation efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety requirements• Support the Headteacher in seeking to ensure adequate resources for the school.• Be confident in the effective use of curriculum led financial planning. <p>Community</p> <ul style="list-style-type: none">• To attend Trustee meetings, evening and special events.• Ensure that Spiritual, Moral Social and Cultural aspects are embedded throughout the school and its interface with community partners. <p>The responsibilities and duties will be reviewed and modified as the Leadership and Senior Management Teams evolve.</p>
General Responsibilities	<ul style="list-style-type: none">• Undertake a leadership role in several specific areas of responsibility, each of which promotes the interests and the further development of the school and community.• Share with the SLT responsibility for quality assurance and control in teaching, learning and leadership and management.• Share with SLT responsibility for the overall management and leadership of the school so that administration processes maintain and support the objectives of the school.• Fulfil a reasonable teaching commitment, if required.• Supervise students during non-contact time to ensure that the overall organisation and standards of the school are maintained.• Deal effectively with all academic aspects of the school.• Delegate and support management roles to the appropriate level to encourage staff development and effective management.• Promote a positive image of the school, assist in management and organisation of school functions to ensure that Neston's high regard and reputation is maintained and enhanced.• Present to a range of stakeholders.
School Improvement through Self Evaluation	<p>To ensure that School Improvement at Neston High School:-</p> <ul style="list-style-type: none">• raises standards and improves learning outcomes.• maximises potential in every lesson and in every aspect of the curriculum.• develops a culture of critical reflective practice and a continuous striving for improvement.• celebrates success.



	<ul style="list-style-type: none">• challenges underperformance and mediocrity.• consistently makes the good even better.• is embedded and routine.• underpins the accountability of all staff.• supports and challenges staff.• contributes to whole school vision and direction.• feeds into whole school development planning.• promotes the use of all data systems to triangulate performance overtime• promotes confidence in the process of observation, review and development.• recognises the individual skills and aptitudes of <u>ALL</u> members of the school community.• promotes professional dialogue.• contributes to a programme of staff development to meet student needs, school needs and individual staff needs.
Staff Development	<p>To ensure that staff development at Neston High School:-</p> <ul style="list-style-type: none">• raises standards and improves learning outcomes.• benefits students, staff, the school and the community.• is based on critical reflective practice.• enhances staff skills, abilities and opportunities.• increases ownership of the school vision and direction.• supports career progression.• develops and widens staff repertoire of strategies for learning and classroom management.• offers opportunities for action research.• supports student targets.• encourages staff to feel professionally challenged and self-fulfilled.• maximises staff potential.• encourages staff to take initiative and to deliver as well as receive training.• is well managed and distributed fairly.• is cost effective and gives value for money.
SLT responsibilities	<ul style="list-style-type: none">• Promoting excellence, equality and high expectations for all learners.• Promoting a safe and productive learning environment, which is engaging, motivating and inspiring for all learners.• Ensuring that the school vision is enacted by all staff in the school.• Evaluating school performance and identifying priorities for improvement.• Being highly visible particularly at lesson changeover, before, after school, break and lunchtime, ensuring learners arrive on time to school and class.• Touring the school site regularly taking the necessary action to ensure the schools ethos is maintained and any areas of concern are followed through and dealt with.



	<ul style="list-style-type: none">• Participating in quality assurance activities to support the development of learning and teaching in the school.• Demonstrate a commitment to improving the quality of learning and teaching and pastoral care across the school.• The effective leadership of any meetings chaired / attended including the preparation of an agenda and appropriate actions resulting from meetings.• Undertaking day-to-day management, organisation and administration tasks.• Line managing curriculum areas/pastoral teams and service areas as required. To line manage non-teaching areas of the school as required• Communicating effectively with the Headteacher on a daily basis to ensure that the school is running well.• Have the appropriate skill set for the role they are expected to undertake.• Support the Headteacher in the strategic leadership of the school.• Ensure that all staff in the school are enacting the vision of the school.• The specific whole school responsibilities will be agreed between the Headteacher and the successful candidate. These may be changed throughout the duration of the post to support the professional development of all members of the leadership team. <p>The above are considered essential in terms of undertaking a leadership role in our school. As Senior Leaders we understand the importance of being highly visible and taking responsibility for the day to day running of the school.</p>
Safeguarding	<p>Neston High School is committed to safeguarding and promoting the welfare of children, and we expect all staff and volunteers to share this commitment. Applications will be subject to checks with past employers and enhanced check with the Disclosure and Barring Service. Applicants who have lived outside of the UK in the past five years will be required to provide a Police Check from their country of residence.</p> <p>In accordance with DfE Keeping Children Safe in Education 2025, an online search will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the recruitment process.</p>
Other Specific Duties	
<ul style="list-style-type: none">• Continue personal development as agreed• Engage actively in the performance review process• Undertake other duties, commensurate with the status of this post, as may become necessary and as discussed and agreed with the post-holder	



- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified
- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description
- Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors
- The School will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition

Notes

- The above responsibilities are subject to the general duties and responsibilities contained in the School Teachers' Pay and Conditions Document.
- The job description allocated duties and responsibilities does not direct the particular amount of time to be spent on carrying them out and no part of it shall be so construed. In allocating time to the performance of duties and responsibilities, the post holder must use Directed Time in accordance with the school's published time budget policy and have regard to Clause 38 of the School Teachers' Pay and Conditions Document.
- This job description is not necessarily a comprehensive definition of the post. It will be reviewed regularly and it may be subject to modification or amendment at any time after consultation with the holder of the post

Health & Safety Responsibilities

All employees have the responsibility:

- i. To comply with safety rules and procedure laid down in their area of activity
- ii. To take reasonable care of their own health and safety and hence avoid injury to themselves and to others by act or omission whilst at work
- iii. To use protective clothing or equipment as may be provided
- iv. To report promptly all sickness, accidents, unsafe conditions or practices and dangerous occurrences of which they are aware
- v. To co-operate with the Headteacher in the fulfilment of the objectives of the School's Health and Safety policies



TRAINING & QUALIFICATIONS	Essential	Desirable	Application	Interview
An appropriate degree and QTS	✓		✓	
Evidence of sustained continuous professional development	✓		✓	
Appropriate leadership training for the role	✓		✓	
A commitment to further relevant professional development.	✓		✓	
Further degree based qualification focussed on education.		✓	✓	
Extended CPD related to pedagogy/research / pastoral matters. E.g NPQH		✓	✓	

EXPERIENCE	Essential	Desirable	Application	Interview
Successful senior Leadership experience within an 11-16 or 11-18 school	✓		✓	✓
Ability to timetable	✓		✓	✓
Evidence of impacting positively on student outcomes	✓		✓	✓
Up to date and relevant pedagogical knowledge in order to successfully inform the teaching and learning approach across the school.	✓		✓	✓
Evidence of the ability to manage change successfully.	✓		✓	✓
Recent evidence of whole school impact which demonstrates the ability to substantially improve and/or maintain a school's progress and outcomes (e.g improvement to at least national benchmarks or beyond with key performance measures)	✓		✓	✓
Evidence of inspiring confidence in staff and students so that they succeed and achieve their personal best	✓		✓	✓
Excellent communication and presentation skills, both written and oral	✓		✓	✓
Knowledge of the applications and potential of ICT; high level of ICT skills as both a curricular and administrative tool.	✓		✓	✓



Confident in their use of data, identifying trends and key priorities	✓		✓	✓
Evidence of successful delivery of CPD which has improved outcomes	✓		✓	✓
A comprehensive understanding of both national performance measures for schools and the Ofsted framework for inspections and experience in using these to drive forward significant improvements within a school	✓		✓	✓

LEADERSHIP AND MANAGEMENT	Essential	Desirable	Application	Interview
First class communicator and a strong, visible team leader	✓		✓	✓
Experience of leading on curriculum themes and establishing effective procedures within a team	✓		✓	✓
Experience of managing and motivating staff	✓		✓	✓
Capacity to identify pastoral trends and devise preventative or reactive strategies as required	✓		✓	✓
Effective use of all resources and budgets	✓		✓	✓
Willingness to accept delegated responsibility	✓		✓	✓
Mentoring / coaching staff to improve outcomes	✓		✓	✓
Participation in working groups and/or leadership of specific projects		✓	✓	✓

PERSONAL QUALITIES	Essential	Desirable	Application	Interview
A confident and inspirational leader with clarity of purpose and vision	✓		✓	✓
Exceptional communication and interpersonal skills - approachable	✓		✓	✓
Highly professional approach, demonstrating emotional intelligence and integrity at all times.	✓		✓	✓
Ability to lead, empathise with and motivate young people	✓		✓	✓



Outstanding discipline	✓		✓	✓
Ability to motivate, inspire and lead.	✓		✓	✓
Reflective and positive thinker.	✓		✓	✓
An affinity with young people and an empathic, student-centred emotionally intelligent approach	✓		✓	✓
Ambitious for further career development	✓		✓	✓
A lifelong learner	✓		✓	✓
An interest in educational research	✓		✓	✓
Open to innovation	✓		✓	✓

OTHER	Essential	Desirable	Application	Interview
A commitment to high standards	✓			✓
A belief in, and commitment to, the school's vision 'shaping extraordinary lives'	✓			✓
Strong commitment to providing extra-curricular activities, weekend events as well as after school sessions		✓		✓
A passionate commitment to developing the best in all young people	✓			✓
A positive approach to challenges; seeking solutions to problems and addressing difficulties with cheerfulness and good humour	✓			✓
To be prepared to work flexibly outside the school's usual hours	✓			✓
Commitment to equal opportunities across the school	✓			✓

LEGAL REQUIREMENTS	Essential	Desirable	Application	Interview
Fully Enhanced DBS clearance is required.	✓			✓
Checks of professional status;	✓			✓
Confirmation of professional qualifications	✓			✓
Receipt of strong references	✓			✓



NESTON
HIGH SCHOOL

Neston High School as an aware employer is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust on its behalf. This post is subject to an enhanced DBS check.